

# Stepping Up in Sustainability 2012-13

## Accrington and Rossendale College Case Study



<b>Title of project</b>	<b>Sustainable Development @ ACCROSS</b>	
<b>Lead partner organisation name and address</b>	Accrington and Rossendale College Broad Oak Road Accrington BB5 2AW	
<b>Contact details (lead organisation)</b>	Name: Sylvester During Email: sduring@accross.ac.uk	Phone: 01254 354004
<b>1. Aims of the project</b>	<p>The project will focus on 3 key areas:-</p> <p>Staffing – embedding sustainable development in induction and appraisal</p> <p>Students – embedding sustainable development in induction and enrichment &amp; tutorial</p> <p>Curriculum development- development of sustainable development education curriculum framework</p> <p>The project will focus on the following Stepping Up in Sustainability funding priority:-</p> <p><i>Leadership and capacity building</i></p> <p><i>“creating, implementing and embedding a vision, strategy and action plan for sustainable development within and across the organisation”</i></p> <p><i>“developing and implementing strategies to engage and influence staff and learners, both in the implementation of the organisational strategy and action plan and through behaviour change”</i></p> <p>As well as contributing to:-</p> <p><i>Teaching, learning and curriculum</i></p> <p><i>“engaging, working with and supporting teachers, trainers, tutors and learning support staff in the embedding of sustainability into teaching and learning approaches and the curriculum”</i></p>	

**2. Situation: Identify the situation or issue that faced you**

The LSIS funded project supported the implementation of the following College strategic ambition

*“We have a responsibility to ....play our part in helping others recognise the need to move towards sustainable development. We are committed to minimising the environmental impact of the College’s activities. We will seek to develop and ethos of environmental responsibility amongst all our staff and students”*  
(from “ Accrington and Rossendale College Strategic Ambitions 2011-14”)

To implement this ambition the College established a Carbon Management task group, led by Director IT & Facilities. This group has the responsibility to implement an action plan designed to have an impact on organisational culture and behaviour change and add to the College’s growing reputation as a sustainable learning. The focus of the plan is on 3 key areas:-

- Staffing – embedding sustainable development in induction and appraisal
- Students – embedding sustainable development in induction and enrichment & tutorial
- Curriculum development- development of sustainable development education curriculum framework

These 3 areas formed the focus of the LSIS funded project.

**3. Task: Define the outcomes you needed to achieve**

The changes that this project will achieve are as follows:-

1. Greater staff awareness of the opportunities to contribute to organisational and community priorities for sustainable development
2. Greater awareness in learners of how they can contribute to developing sustainable communities
3. Increased capacity in College to deliver a Sustainable Development Education programme for students and the local community.
4. Increased capacity to monitor and evidence impact of staff implementation of sustainable development behaviour through induction, CPD and appraisal.
  - Sustaining Our Future (SOF) ref:
    - Leadership
    - Learning
    - Organisational capacity

- Reaching Forward Index (RFI) ref:
  - Sustainability is included in student and staff induction
  - Sustainable development is an integral and recognisable part of strategic and operational plans
  - Staff have a clear understanding of sustainable development

5. Greater awareness in learners of how they can contribute to developing sustainable communities

- SOF ref:
  - Learning
- RFI ref:
  - Sustainability is embedded into learning programmes
  - Learners develop a clear understanding of how they can contribute to developing sustainable communities
  - Sustainability is included in student and staff induction
  - Opportunities are maximised through cross-curricular activities to drive sustainability

6. Increased capacity in College to deliver a Sustainable Development Education programme for students and the local community

- SOF ref:
  - Leadership
  - Learning
  - Organisational Capacity
- RFI ref:
  - Organisational performance on improving capability, practice and efficiency are shared with stakeholders.

7. Increased capacity to monitor and evidence impact of staff implementation of sustainable development behaviour through induction, CPD and appraisal.

- SOF ref:
  - Organisational capacity
- RFI ref:
  - Sustainability considerations are included in staff induction and related to performance management processes

**4. Actions that you took in order to achieve your plan, and your approach**

The College has established a Carbon Management Group.

This group has strategic overview of all activities related to reducing energy use / costs across college. This includes any estates / facilities development.

The LSIS funded project enabled the Group to focus activity and resource on the following key elements of the College Carbon Management Plan

- Curriculum
- Learners
- Staff

The Carbon Management Group established 3 sub-groups, one for each of the above areas

Each sub-group developed an action plan, delivered the required activity and reported progress to the Carbon Management Group.

**5. Results that you obtained**

- Over 1200 FT students participated in awareness raising sessions on environmental sustainability as part of their Learning and Development programme.
- 60 students completed and achieved the ASCENTIS L1 Award in Environmental Sustainability
- 20 students already employed in the sector completed and achieved on a pilot offer of short CPD courses in installing / maintaining a range of “green” technology systems – solar water; photovoltaic; windmills. This programme is now being rolled out.
- 16 FT Level 3 Plumbing students have completed new units on the above “green” technology systems.
- Over 60 students have completed and achieved on a number of electric / hybrid vehicle courses – for example Level 1 Award in Electric Vehicle Awareness and Level 2 Award in Electrically propelled Vehicle Hazard Management
- Student body consulted (using existing “Learner Voice” framework) on the activities that could be delivered to support the College Carbon Management and sustainability strategy. This led to a student led tree planting project on site, supported by the Woodland Trust.

- Two college wide student competitions organised and delivered.
- Recruitment tools and procedures updated to include focus on sustainable development – for example changes to website and job descriptions & person specs; employment offers conditional on Sustainability Awareness/Qualification
- Staff competence based induction updated to include focus on sustainable development
- Staff appraisal updated to include focus on sustainable development, with target setting as appropriate.

#### Qualitative

- Raised Awareness in student cohort of personal responsibility regarding sustainability
- Re-focus of curriculum on “green” technology to match skills gaps and career development opportunities
- Established an effective framework for delivery of sustainability awareness as part of Learning & Development programme
- Supported delivery of College Carbon Management Plan and sustainability strategy
- Further developed College capacity to drive sustainability agenda forward

#### 6. What made the project a success? What were the key ingredients?

The project was successful because responsibility for its delivery sat with the College Carbon Management ( a cross college strategic group)

This group has strategic overview of all activities related to reducing energy use / costs across college. This includes any estates / facilities development.

It is responsible for implementation of the College Carbon Management Plan.

It is chaired by Director for IT and Estates.

It has representation from Curriculum; HR; Estates; Corporate Services; Student Support Services.

The group identified the “LSIS Stepping Up in Sustainability” fund as an ideal opportunity to support delivery of elements of the Carbon

	Management Plan.		
<b>7. What would you say were the most important things you learned from this project, which you will take forward as an individual or as an organisation in your sustainability journey?</b>	There is agreement that this is a key issue for the College. This reflected in the implementation of the Carbon Management Plan. However despite this agreement, it has proved challenging to get the sustainability agenda and the activity in this project high up on a priority list for staff, given the huge changes for FE sector and the time commitment needed to work through these changes – new freedoms, funding, study programmes, 14+ recruitment as well as additional pressures due to funding cuts, staff capacity.		
<b>8. Any resources or tools produced by the project</b>	Materials can be obtained by contacting Sylvester During (contact details above): <ul style="list-style-type: none"> <li>• Materials to support delivery of Enrichment / tutorial sessions</li> <li>• Materials to support delivery of Level 1 Award in Environmental Sustainability</li> </ul>		
<b>9. Total costs of the project</b>	LSIS funding	Match funding	Total funding
	£10000	£0	£10000

